



FEDERAL REPUBLIC OF NIGERIA

NATIONAL POLICY ON CHILD LABOUR

FEDERAL MINISTRY OF LABOUR AND PRODUCTIVITY

2013



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FOREWORD

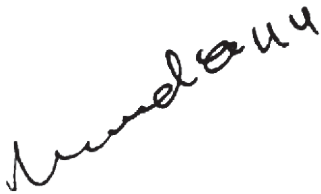
The National Policy on Child Labour is a response to the growing concern and determination of the Federal Government of Nigeria to eliminate Child Labour especially its worst forms.

The increasing prevalence presents a serious threat to the future of our children and the overall development of the Country. It retards the physical, social, cognitive, moral and educational development of Children. It also creates a reservoir of children for easy recruitment into prostitution, robbery, violent crimes and other forms of deviant behaviours.

The National Policy on Child Labour is a product of wide and rigorous consultative process that included all relevant sectors of the economy: Governments, Labour Unions, Employers' Associations, Civil Society Organizations and Faith Based Groups. The Policy presents a coherent framework for multi-sectoral and multi-disciplinary action against child labour. The effective implementation of this policy will go a long way in eliminating hazardous and worst forms of child labour in Nigeria.

I wish to express my profound gratitude to His Excellency, Dr. Goodluck Ebele Jonathan, GCFR, President, Federal Republic of Nigeria for providing the enabling environment that facilitated the finalization of this policy.

The technical and financial support provided by the International Labour Organization and the United States Department of Labour has gone a long way to facilitate the completion of this project. It is my believe that the commitment and faithful implementation of this policy by all stakeholders will put Nigeria on the right course to the elimination of child labour.

A handwritten signature in black ink, slanted upwards from left to right. The signature appears to read 'Emeka Wogu' in a cursive, stylized script.

Chief Emeka Wogu, CON
Honourable Minister,
Federal Ministry of Labour and Productivity,
Nigeria.

ACKNOWLEDGEMENT

We wish to thank everyone who has in one way or the other contributed to the production of this document.

We profoundly express our appreciation in particular to the Honourable Minister of Labour and Productivity, Chief Emeka Wogu, CON, and the National Steering Committee on the Elimination of Child Labour for their endorsement of the need to assess the challenges of child labour with a view to developing a National Policy that will frontally contribute to its progressive amelioration within the framework of direct and indirect actions. Our gratitude goes to our Social Partners - Nigerian Labour Congress (NLC), Trade Union Congress (TUC), Nigeria Employers' Consultative Association (NECA), Faith Based Organizations (CAN & NSCIA), Network Against Child Trafficking, Abuse and Labour (NACTAL) and the line Ministries and Agencies for their robust input in the entire process.

We extend our appreciation to the International Labour Organization (ILO), the United States Department of Labour (USDOL) for their technical and financial support to the development of this maiden edition of the National Policy on Child Labour.

I also commend the tireless mental and technical efforts of the Child Labour Unit (CLU) of the Inspectorate Department of the Ministry in

making this a reality. I salute all Labour and Factory Inspectors nationwide for their efforts in stemming the tide of Child Labour and ensuring compliance with our extant labour laws. Finally, I recommend this policy for the absorption and implementation of all stakeholders that are engaged in the critical project of eliminating the scourge of Child Labour in Nigeria.



Dr. O. C. Illoh
Permanent Secretary,
Federal Ministry of Labour and Productivity
Nigeria

ACRONYMS

BON	Broadcasting Organization of Nigeria
CAN	Christian Association of Nigeria
CBO	Community Based Organization
CDA	Community Development Association
CL	Child Labour
CLMS	Child Labour Monitoring System
CLM	Child Labour Monitoring
CLU	Child Labour Unit
CRA	Child's Rights Act
CRMC	Child Right Monitoring Centres
CPN	Child Protection Network
CSO	Civil Society Organization
ECOWAS	Economic Community of West African States
EFA	Education For All
FBO	Faith Based Organization
FCT	Federal Capital Territory
FEC	Federal Executive Council
FGD	Focus Group Discussion
FGN	Federal Government of Nigeria
FMoL&P	Federal Ministry of Labour & Productivity
FMoWA&SD	Federal Ministry of Women Affairs & Social Development
FMoE	Federal Ministry of Education
FMoM&SD	Federal Ministry of Mines & Steel Development
HCL	Hazardous Child Labour
HIV/AIDS	Human Immuno-deficiency Virus/Acquired Immune Deficiency syndrome

IEC	Information Education Communication (Material)
ILO	International Labour Organization
IPA	Implementing Partners/Agencies
IPEC	International Programme on Elimination of Child Labour
LAC	Legal Aid Council
LGA	Local Government Authority
M&E	Monitoring & Evaluation
MAN	Manufacturer's Association of Nigeria
MDA	Ministries Departments & Agencies
MDG	Millennium Development Goals
MIS	Management Information System
NACTAL	Network of Civil Society Organizations Against Child Trafficking Abuse and Labour
NAP	National Action Plan
NAPEP	National Poverty Eradication Programme
NAPTIP	National Agency for the Prohibition of Trafficking in Persons and Other related Matters
NASU	Non Academic Staff Union of Universities
NBA	Nigerian Bar Association
NBS	National Bureau of Statistics
NCS	Nigerian Custom Service
NDE	National Directorate of Employment
NDLEA	National Drug Law Enforcement Agency
NECA	Nigerian Employer's Consultative Association
NGO	Non Governmental Organization
NHRC	National Human Right Commission
NIS	Nigerian Immigration Service

NLC	Nigerian Labour Congress
NOA	National Orientation Agency
NP	National Policy
NPC	National Planning Commission
NSC	National Sport Commission
NPF	Nigerian Police Force
NSCCL	National Steering Committee on Child labour
NSCIA	Nigerian Supreme Council for Islamic Affairs
NUT	Nigerian Union of Teachers
OSH	Occupational Safety and Health
OVC	Orphan and Vulnerable Children
PTA	Parent Teachers Association
R&R	Role & Responsibilities
SIMPOC	Statistical Information and Monitoring Programme on Child Labour
SMEDAN	Small & Medium Scale Enterprises Development Agency of Nigeria
SOP	Standard Operating Procedure
SSCCL	State Steering Committee on Child labour
SUBEB	State Universal Basic Education Board
SURE-P	Subsidy Re-Investment and Empowerment Programme
TUC	Trade Union Congress
UBE	Universal Basic Education
UN	United Nations
UNCRC	United Nations Convention on the Rights of the Child
UNICEF	United Nations Children Emergency Fund
USDOL	United State Department of Labour
WDC	Ward Development Committee
WFCL	Worst Forms of Child Labour

1 BACKGROUND

1.1 Introduction

Child Labour is the engagement of children below 18 years of age in any work that is essentially exploitative and injurious to the physical, social, cognitive and moral development of the child. It presents a formidable challenge in many societies due to its negative impact on the natural development of children. On the other hand, Child Work consists of moderate involvement of children in household and occupational activities carried out in safe conditions and environments and constitutes a mechanism for socializing children in the norms, traditions and skills necessary for their effective adjustment to their social and economic milieu. Consistent with the Child Rights Act (CRA) 2003, United Nations Convention on the Rights of the Child (UNCRC) and other relevant conventions. A child in this policy document refers to a person less than 18 years old.

Child labour issue in the country has been receiving attention from the Government but more decisive actions are still required. Nigeria ratified the United Nations Convention on the Right of the Child in 1999, subsequently domesticated it in 2003 through the passage to law the Child's Rights Act (CRA 2003) by an Act of the National Assembly. As at 2010 Nigeria has ratified 39 ILO conventions including Convention 138 on Minimum Age and

Convention 182 on Worst Forms of Child Labour (WFCL) which are fundamental to the institutionalisation of national child labour eradication programmes.

The prevalence of child labour has been high and localized across the country. The north is endemic with the issue of misapplication of the Alma-jiri system, the east through to the south-south zone are confronted with children (especially boy-child) dropping out of school and working as domestic helps. The West is noted for street hawking and engagement of trafficked children as domestic helps. Across the country children are engaged in mining activities including quarrying and breaking of stones and in some instances are working on agricultural plantations either directly as farm labourers or indirectly assisting their labourer-parents working on such plantations. Although efforts are being made to confront these societal ills, limited successes have been recorded as a result of many challenges including non-existence of a coherent National Policy on elimination of child labour. The development of a National Policy on Child Labour (NPCL) and National Action Plan (NAP) commenced in the year 2000. The numerous challenges it faced notwithstanding, it is now finalized through a robust and participatory process involving stakeholders at national, zonal and sectorial levels, with significant input from development partners.

1.2 Situation Analysis

The National Child Labour Survey (FOS/ILO/SIMPOC, 2000) indicated that out of over 15 million (15,027,612) working children in Nigeria consisting of 7,812,756 males and 7,214,856 females and more than 6 million (6,102,406) can be categorized as definitely being in child labour. Over 2 million children (2,366,449) were classified as being in worst form of child labour because they worked for very long hours (15 hours or more) in dangerous working conditions.

Out of the (15,027,612) working children, 59.4% (8,925,206) were attending school. Out of these school-going and working children 3,242,669 (36.3%) were engaged in economic activities while the remaining 5,682,537 (63.7%) were engaged in house-keeping. Of the total working children, 40.5% (6,102,406) were found not to be attending school. These non-school attending working children consisted 32.5% (1,981,484) children who were engaged in economic activities and remaining 67.5% (4,120,922) were engaged in housekeeping activities. Over 70% of working children schooling or non-schooling started work at ages 5-9. The proven hazards of child labour vary depending on the age and gender of the child as well as the condition and characteristics of different types of work engagement.

Child Labour is more prevalent in the informal and semi formal sectors with few cases in the formal sector. The informal sector

includes crafts/artisans work (i.e. carpentry, masonry, smiting, hairdressing, weaving, dyeing, tailoring, carving, tanning, motor mechanic work, sales boys/girls, vulcanizing etc); street related activities (i.e. hawking, head loading, feet washing, car washing, scavenging, nail cutting, cobbling begging). The semi-formal sector includes activities in commercial agriculture plantation, personal, domestic and hospitality services, transport industry, mining and metal works, fishing, construction and building, garment manufacturing, etc.) Also child labour exists in social demeanour in form of children in armed conflicts in economic and sexual exploitation, in ethnic and community conflicts. Also in political crises, religious upheaval, as Alma-jiraes, commercial sex, pornography and child trafficking, drug trafficking, sales of children, debt bondage, kidnapping, harmful cultural display, compulsory and forced labour.

Child Labour is driven by poverty, rural-urban migration, cultural and religious practices, large family size (as a result of polygamy, multiple births, lack of family planning and non practice of child spacing measures), illiteracy, ignorance of the effect of child labour; school related factors (availability, accessibility, cost, child friendly teachers, etc.), unemployment, inadequate and poor quality of apprenticeship schemes, impact of HIV/AIDS with the increased orphans and vulnerable children it generates

2 CONCEPTS AND DEFINITION OF TERMS

For common understanding and interpretation of key terms and phrases in this policy document, standard definitions, and brief contexts for some of these terminologies are provided below in conformity with provisions in ratified global conventions and the CRA as applied, so as to convey their true meanings and usage.

2.1 A Child

The CRA (2003) of Nigeria in Section 277 defines a child as “a person under the age of 18 years” in total consonance with the Article 1 of the UNCRC

2.2 Rights of the Child

The CRA provided for the following rights for a Nigerian child - Rights : to survival and development; to name; to private and family life; to freedom of movement; to freedom from discrimination; to dignity of the child; to leisure, recreation and cultural activities; to health and health services; to parental care, protection and maintenance; of free, compulsory and universal primary education (first 9 years of basic education); of a child in need of special protection measure, of the unborn child to protection against harm; to counsel; and to fair hearing and compliance with due process

2.3 *Child Labour*

- a. Child labour is work that harms children's well being and hinders their education, development and future livelihoods.
- b. Child labour is work which, by its nature and/or the way it is carried out, harms, abuses and exploits the child or deprives the child of an education.

2.4 *Child Work*

Child work means any work done by children or adolescents that does not affect their health, personal development, and schooling but contributes to their development, welfare, skills and experience to help them become productive members of the society in their adulthood

Domestic Work means work performed in or for a household. There is an employment relationship. Does not cover work done sporadically on non-occupational basis

2.5 *Worst Form of Child Labour*

The Worst Forms of Child Labour comprises:

- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;

- (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
- (d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Source: Article 3 of ILO Convention No. 182

2.6 Hazardous Child Labour (HCL)

HCL is work as referred to under Article 3(d) consists of inter alia:

- (a) work which exposes children to physical, psychological or sexual abuse;
- (b) work underground, under water, at dangerous heights or in confined spaces;
- (c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
- (d) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;

- (e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.

Source: Subparagraphs (d) Article 3 of ILO Convention No. 182

2.7 Forced Labour

- a. Forced labour is any work or service which people are compelled to do against their will under threat, coercion, constraint or obligation.
- b. “All work or service that is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily” – *Source: Forced Labour Convention 29, 1930. Article 2*

2.8 Human (Child) Trafficking

“Trafficking in persons mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation. Exploitation shall include the prostitution of others or other forms of sexual exploitation, forced labour or

services, slavery or practices similar to slavery, or the removal of organs”. *Source: Palermo Protocol Article 3*

2.9 Migration

Migration is the process of temporary or permanent relocation of a person from his place of primary abode to another in search of a better living or family reunification or further studies or any other reason. It can occur within a country (internal migration) or outside a country (External Migration).

2.10 Slavery and Slavery–Like Practices

Slavery is a system under which people are treated as property and are forced to work against their will and deprived of their freedom.

2.11 Debt Bondage

Debt bondage is a form of modern day slavery in which a person enters into debt bondage when their labour is demanded as a means of repayment of a loan or opportunities that have been promised him.

2.12 Serfdom

Serfdom is the general term for servitude to a superior, but distinguished from slavery by being regulated by custom. Serfdom is a form of servile labor under which the serfs perform unpaid labor for their lord, it is the name of the condition of a peasant who

does not enjoy the rights of a free person, but is not a slave. While the slave is an object of the law, the serf is still a subject of the law.

2.13 *Domestic Work*

Domestic work means work performed in or for a household. There is an employment relationship. It does not cover work done sporadically on non occupational basis. Source: C 189, 2011

3 RATIONALE FOR POLICY

The need for a National Policy on child labour becomes imperative as it would amongst others provide modalities for:

- a) Concrete efforts to institutionalize the national programme on child labour;
- b) Harmonization of child labour projects and interventions in the country;
- c) Evidence-based and sustained implementation of programmes and projects for the prevention and elimination of child labour;
- d) Advocacy for Government commitment and stakeholders' engagement on initiative to eliminate child labour;
- e) Assignment of roles and responsibilities to social partners, implementing partners/agencies (IPA), Civil Society Organizations, International Organizations and other stakeholders;

- f) Provision of a realistic and achievable National Action Plan (NAP) on elimination of child labour for the country;
- g) Foster networking and collaboration among Local, National and International Organizations;
- h) Resource mobilization and utilization;
- i) Development of a national database on child labour for generating, storing, retrieving data to meet local, national and international data needs for evidence-base planning and decision making;
- j) Programme monitoring, evaluation and review.

4 POLICY FRAMEWORK

4.1 Policy Context

The National Policy on Child Labour is complementary to all existing policies, laws and regulations on matters relating to children, especially at work. This Policy recognizes the need for networking among the stakeholders and provides them the opportunity to contribute to efforts on elimination of child labour, particularly its worst forms.

The legal framework for this policy document is in consonance with all relevant national policies, national laws and international conventions. (The relevant policies, national laws and conventions listed as appendix 1)

4.2 Guiding Principle

The National Policy on Child Labour is based on and shall be governed by the following principles:

- a) Strong political leadership and commitment to transparency and prudent management of financial and other resources at all levels for sustained actions to eliminate child labour in the country;
- b) Multi-sectorial and inter-agency approach that is participatory, community-oriented, community-based, community-driven, gender responsive and forges broad partnerships, dialogue, consultations and effective coordination among stakeholders;
- c) Protection of the rights of the child and facilitation of access of child labour victims to rehabilitation and reintegration services and prevention of relapse;
- d) Commitment to protecting rights of victims to confidential and safe interventions at all levels of child labour programmes in the country;
- e) Commitment to continue to study the dynamics and identify root causes of child labour practices and appropriately deal with them to the benefit of Nigerian children;
- f) Promotion of comprehensive approach to the national child labour programme with strong linkage of strategies in line with global standards;

- g) Strengthened linkages and forged synergies between child labour programmes and poverty alleviation initiatives to break the vicious 'cause and effect' cycle of child labour practices and its relationship with economic deprivation;
- h) Mainstreaming of gender into all policy-related and programming activities and related structures to ensure that all interventions and programmes are gender-sensitive and gender-responsive, appropriately meeting the separate as well as related needs of females and males;
- i) Promotion of consistent and effective partnerships and collaboration with development partners.

4.3 Vision

To have a society that is child-friendly and progressively child labour free - in which children are not involved in any form of hazardous and exploitative work that is injurious, harmful and inimical to their total development and they are properly prepared for their future contribution to national development.

4.4 Mission

- a) To eliminate child labour in its worst form so as to give every child an opportunity to aspire and attain the apex of his/her potentials'.

- b) To have a just society devoid of any form of child exploitation and abuse, where the child's talent is allowed to develop unfettered¹.

4.5 Goal and Objectives

4.5.1 Goal

The ultimate goal of the National Policy on Child Labour is to provide a legally binding, and standardized guidelines for actors implementing the national programme on child labour, especially its worst forms, towards a drastic reduction of its prevalence in Nigeria by 2015 and total elimination by 2020².

4.5.2 Objectives

The National Policy on Child Labour has the following specific objectives:

- a) Provide guidelines for awareness creation, advocacy and sensitization among the general populace about the evil effects and consequences of child labour in Nigeria as well as its prevention.
- b) Provide guidelines and modalities for concrete direct action projects and programmes by Governments and other relevant Stakeholders at all levels, in combating child labour, especially its worst forms.

²For the national programme on child labour to be provided with required resources and as well sustainable, its goal need to align with Federal Government national development agenda such as that of 'Vision 2020-20'.

- c) Provide guidelines for effective resource mobilization and sustainability of action programmes and projects amongst Implementing Partners and Agencies.
- d) Provide a coordinating and networking framework of action programmes among Stakeholders and Implementing Agencies on the elimination of child labour in Nigeria with a view to strengthening and streamlining efforts.
- e) Provide guidelines for monitoring, evaluating and reviewing policies, legislations, regulations on projects and programmes on child labour.

4.6 National Programme Intervention Strategies

National programmes intervention strategies include:

4.6.1 Institutional Capacity Strengthening

To ensure effective networking, coordination and sustainability of actions in organizations responding to the challenges of child labour

4.6.2 Extensive and high level advocacy to political decision makers, communities, traditional, religious and educational institutions about the evils of child labour. To remove the barriers to effective implementation of child labour policy and programmes

4.6.3 Public Education and Awareness Campaign for mass mobilization Using print, electronic and social media to remove the resistance to child labour programmes

4.6.4 Promoting government programmes that Prevents child Labour such as; Universal Basic Education, Vocational-skill Acquisition, Poverty Eradication/Economic Empowerment Programmes and aligning education production with employment market employability and skills need

4.6.5 Promotion of Family Livelihoods and Community Development initiatives that facilitates access to existing social security schemes through cooperatives and other family income conservation programmes located in their environment

4.7 Sanctions:

Enforcement of laws on child labour and punishment for perpetrators of child labour whether or not they are relations of the child shall be undertaken by relevant authorities in accordance to the principle of 'rule of law' in the country

4.8 Programme Monitoring and Evaluation

To establish a sustainable monitoring and evaluation mechanism that will effectively track and report child labour situations and

programmes through the developments of M&E tools and data bank as well as capacity development of stakeholders on M&E

4.9 Research, Survey and Surveillances that guide evidence-based, efficient and cost effective interventions to eliminate child labour in Nigeria.

5. SPECIFIC ROLE AND RESPONSIBILITIES FOR STAKEHOLDERS

5.1 Government

Government shall facilitate, monitor, review and enforce the provisions of this policy through FMoL&P in collaboration with social partners and other stakeholders.

5.1.1 Coordination:

FMoL&P has mandate to coordinate the National Programme on the Elimination of Child Labour in the country through a multi-sectorial approach.

5.1.2 Legislation:

FMoL&P shall in collaboration with FMoJ advocate to the National and State Houses of Assembly the enactment and/or review of existing laws to adequately protect children in Nigeria from becoming victims of child labour.

5.1.3 Judiciary:

The FMOJ, her Parestatals (i.e. NHRC, Legal Aid Council) and the NBA shall collaborate with law enforcement agencies to ensure timely prosecution of all cases of child labour to its logical conclusion.

5.1.4 Enforcement:

The law enforcement agencies including the NPF, NIS, NCS, NAPTIP and the Civil Defence Corps shall collaborate with other stakeholder to investigate reported and/or identified cases of child labour, rescue victims and generally enforce relevant laws protecting children from economic exploitation.

5.1.5 Education:

The FMO&L&P through FMO&E shall advocate for the review of civic education curriculum at the primary level to include child labour topics and also support measure that contributes to provision of quality education as the best alternative to discourage child labour practices.

5.1.6 Child Development:

The FMO&WA&SD through her nationwide structure, capacities and facilities shall collaborate with the FMO&L&P, Implementing and Development Partners to:

- a. Actively facilitate rehabilitation and reintegration of child labour victims into the society.

- b. Facilitate participation of mothers and caregivers in national economic empowerments and poverty eradication programmes as preventive measures to child labour practice.

5.1.7 Advocacy:

FMoL&P in collaboration with stakeholders shall adopt the use of high level advocacy to policy makers at all levels of government and the private sector to sensitize, mobilize resources and support implementation of sustainable child labour intervention.

5.1.8 Campaign against Products from Child Labour Activities

FMoL&P shall canvass for legislations to ban the use of and trading in products from child labour activities in the country and sanctions against culprit organizations.

5.2 Employer's Associations

5.2.1 NECA shall be responsible for domestication of this National Policy in their member's workplaces with emphasis on their commitment not to engage children as workers under any circumstances. They shall also:

5.2.2 Ensure prompt payment of staff salary and entitlements to prevent economic hardship that can make families vulnerable to child labour practices.

5.2.3. Accord labour inspectors maximum cooperation while on inspection duties to their workplaces.

5.2.4 Ensure that their procurement/supply chain of products, goods and services of their business enterprises shall not consist of any product from hazardous child labour activities.

5.2.5 Provide accurate information about the age of staff in their employment on request to FMoL&P and other Authorized Government MDAs.

5.3 Workers Organisations

Trade unions shall be responsible for dissemination of the National Policy to their members and educate them on provisions of the document to be on the vanguard to prevent employment of children in their workplaces and communities.

5.3.1 *Negotiation with Employers*

Workers Organisations shall make child labour an issue in collective bargaining and conclude an agreement with employers not to employ child labourers in any of the activities including their up-stream and down-stream processes and sub-contracts.

5.3.2 *Social Responsibility*

Workers Organisations shall influence Government Agencies to

incorporate child labour clause in all the licensing conditions for industrial units which needs permits/licenses for business.

5.3.3 Occupational Safety and Health

Affiliates of Workers Organisations shall create mechanisms for promoting and monitoring occupational safety, health, and welfare services in workplaces for children within allowed work age.

5.4 Civil Society Organizations

5.4.1 NGOs

NACTAL members and other relevant NGOs shall explore their community presence and penetration to create awareness, conduct public education, support and build capacity of community structures to implement child labour interventions. They shall specifically serve as:

- a. Service providers implementing the National Child Labour Programme.
- b. Design, plan and implement their action programmes in line with NAP across the country.
- c. The platform through which data will be collected on child labour activities in the country at all levels of governance and programme implementation.

5.4.2 FBOs

The SCIA and CAN members shall facilitate sensitization of religion adherents of the ills of child labour in the society and explore their wide reach and contact with the people to implement behaviour change interventions in all the states of the federation. They shall specifically.

- a. Create awareness, consult with and conduct capacity building for religious leaders on issues of child labour.
- b. Domesticate the National Policy document through the development of adapted version of the policy for adherents of their faith.
- c. Disseminate child labour message to religion adherents.
- d. Develop sermon notes with quotes that preach against practices of child abuses including child labour abuses.

5.4.3 CBOs

Community Based Organizations shall actively engage community groups, households and members to conduct the following in their area of operation:

- a. Be the platform for community-based child labour project's design, planning and implementation.
- b. Create awareness, consult with and conduct capacity building for community leaders, workers and volunteers for implementation of child labour interventions.

- c. Facilitate formation and effective functioning of community driven child labour monitoring committees.

5.5 Media

The Media and NOA shall in collaboration with FMoL&P provide the platform for awareness on the ills of child labour in the society and bring same to front burner of national developmental discourse . They shall specifically:

- a. Promote public debates on child labour events for sustained national awareness and actions.
- b. Be the watchdog and whistle-blowers of the society against perpetrators of child labour

5.6 Academia and National Bureau of Statistics

The academia shall partner with the Government and private sector to develop a research agenda on child labour for the country. In addition they shall:

- a. Conduct research on child labour issues for knowledge and learning
- b. Compilation of past studies on child labour phenomenon in the country and mechanism for documentation of subsequent studies.

5.7 Development Partners

Relevant development partners including the ILO, USDOL, UNICEF,

UNDP shall collaborate with FGN to domesticate global agenda on the total elimination of child labour in the country in line with the National Vision 2020-20 agenda.

- a. Partner with the FGN to building local capacities to implement child labour action programmes.
- b. Support implementing partners/agencies to carry out implementation programmes of child labour interventions across the country.

6. ELEMENTS OF THE POLICY

6.1 Scope

The provisions of the policy document shall apply to the following:

- a) All children, youths and women involved in child labour initiatives and interventions in the country.
- b) All institutions and organizations in the public and private sectors, both formal and informal.
- c) All workplaces and contracts of employment including the informal sector and the self-employed.
- d) All employers³ and prospective employers from the public and private sectors, both formal and informal.
- e) All practices related to human resource that form part of the policy component of any organisation.
- f) All domestic forms of child labour

³Government has the overall responsibility to create a conducive environment for implementation of policies. In this policy, Government is referred to as an employer and consequently has an obligation to put in place appropriate measures to generally protect the 'rights of a child' and specifically prevent incidences of child labour in workplaces.

6.2 Target Groups

6.2.1 Children

All children (irrespective of their gender or parental social status) who are at risk of physical, emotional, sexual and other forms of abuses and denial of their rights

6.2.2 Others

Child Labourers, Parents/Guardians, Relevant Government Ministries and Agencies at Federal, State and Local Government Levels, Employers of Labour, Trade Unions, Media,, NGOs, CBOs, FBOs, Trade Associations, Market Associations, Professional Associations, CDAs/CDCs/Town Unions, Social Workers, Community leaders/Traditional rulers, Teachers, Political Parties and International Development Agencies and other stakeholders

6.3 Coordination

6.3.1 Rationale

Government's commitment and ownership must be established for effective policy implementation through the Federal Ministry of Labour and Productivity (FMoL&P) with statutory mandate for coordinating the implementation of National Programmes on Child Labour. The CLU of the Ministry shall also work closely with Development Partners on project planning and implementation in particular to create enabling environment for vibrant national child labour programmes.

6.3.2 Policy Provisions

6.3.2.1 Establishment of Child Labour Unit and desks offices

The CLU shall be:

- a) Established in the Inspectorate Department of FMoL&P
- b) Provided with a budget line under the FMoL&P annual budget appropriation;
- c) The secretariat for the National Steering Committee.
- d) Headed by an officer not lower than rank of Assistant Director of labour and adequate number of professional staff

6.4 Institutional Arrangement

6.4.1 Rationale

At national and state levels (and to be extended to the LGA level) there are provisions for establishment of steering committees on child labour in line with ILO/IPEC's gold standard. The CRA also provide for constitution of implementing committees at national, state and LGA levels, hence it is desirable to encourage collaborations and integration of functions between these two institutional arrangements to promote ownership and enhance sustainability from national to the community levels.

6.4.2 Policy Provisions

6.4.2.1 National Level

National Steering Committee on Child Labour (NSCCL)

- a. The NSCCL shall be constituted by the Minister of Labour and Productivity
- b. Shall have as Chairman the Minister of Labour & Productivity or a high ranking officer of the ministry as may be delegated by the Minister.
- c. Membership shall comprise representatives of:
 - i. Ministries with mandates on welfare of children and the elimination of child labour,
 - ii. Employers' organizations;
 - iii. Workers' organizations;
 - iv. Non-governmental or other organizations active in the field of child labour;
- d. ILO will participate in the NSC as an adviser.

Composition of NSCCL

The composition and review of the committee shall be based on the following criteria:

- a. Members of the committee are representatives of their organizations/sectors and should have the seniority and authority to speak and make commitments on behalf of

- their organizations and institutions within their sectors;
- b. At least one-third of the membership stated in 6.4.2.1.1c - categories “ii”, “iii” and “iv” shall be reviewed by the committee and possibly changed every two years.
 - c. Membership should be limited to a manageable number (12 – 15).

Executive Membership of NSCCL

To align with criterion '6.4.2.1.2c' above, an executive sub-committee of the NSCCL shall be constituted to be headed by the Chairman of the NSCCL, with representation based on relevance of an institution and presence in the FCT (Abuja) the capital city of Nigeria.

Ad-hoc Committees

In matters of operations of the NSC, ad-hoc sub-committees (based on area of expertise) shall be constituted as and when deemed fit or as a result of an emergency on child labour issues on a national scale that requires urgent attention.

Meeting Timetable

The NSCCL shall meet every quarter to deliberate on updates, progress, emerging issues and reports on child labour and other relevant topics in the country as may be included in the agenda for such quarterly meetings.

6.4.2.2 State Level

State Steering Committee on Child Labour (SSCCL)

- a. The SSCCL shall be established in accordance to guidelines to be provided by FMoL&P (CLU);
- b. Shall have the State Controller of Labour as Chairman;
- c. Membership shall be categorized to comprise:
 - i. State Ministries concerned with the welfare of children and the elimination of child labour,
 - ii. State branches of Employers' organizations,
 - iii. State branches Workers' organizations,
 - iv. Non-governmental or other organizations active in the field of child labour.

Meeting Timetable

The SSCCL shall meet every quarter to deliberate on updates, progress, emerging issues and reports on child labour in the states and other relevant topics as may be included in the agenda for such quarterly meetings.

6.4.2.3. LGA & Ward/Community Level

Rationale

On a short term basis linkages and collaborations shall be encouraged with existing structures such as the LGA CRA

implementation committee, Ward Development Committees (WDCs – national health systems strengthening programmes), Community Development Associations (CDAs) and town unions to engage community actors in implementation of targeted interventions in their area of jurisdiction. This approach aims at promoting system building and structure strengthening on long term basis effective grass-root levels involvement and ownership.

Policy Provision

Creating Community Child Labour Committees

Members of SSCCL are to work together with community leaders to select members of Community Child Labour Committee which shall:

- a. Not be more than between 8–10 in number;
- b. Include school teachers, religious leaders, front line health workers, social workers, and other relevant professionals in the locality.

7. POLICY IMPLEMENTATION

7.1 Introduction

The implementation of this policy is considered a priority to foster government's commitment, people's ownership, engagement of stakeholders, collaboration between implementing agencies and

partnership with development institutions by making due provisions for the following factors:

7.2 Resource Mobilization

This policy shall be implemented through cost effective measures including:

- a. The Federal, State and Local governments shall make child labour a priority item for budgetary appropriation.
- b. The Federal, State and Local governments in collaboration with the employers and trade unions organizations in all sectors, NGOs, international development agencies and individual philanthropies shall mobilize resources and participate fully in the fight against child labour, particularly its worst forms.
- c. Funds allocated for the purpose of eliminating child labour are released on time and utilized judiciously.
- d. Facilitation of support for NGO by coordinating bodies at the various levels of governance.

7.3 Sustainability

This policy shall be sustained through the following strategies:

- a. The establishment of a well equipped and functional CLU in the FMoL&P that shall be responsible for the coordination of government programmes on child labour.

- b. Capacity building for agencies and organisations handling child labour programmes
- c. Development of action programmes and projects by stakeholders aimed at enhancing the elimination of Child Labour.
- d. Implementing agencies and all relevant stakeholders shall ensure that effective monitoring and evaluation processes are built into their programmes and projects.
- e. The establishment and maintenance of a sustainable child labour monitoring system for the development of a comprehensive databank on child labour in Nigeria.
- f. Regular monitoring and evaluation of programmes and projects in order to achieve their desired goals.
- g. Establishment of child labour desks in relevant MDAs and other stakeholders, including the media.
- h. Five (5) year review of this policy document by all stakeholders to assess the effectiveness and efficiency of implementation of provisions and guidelines and consideration of emerging issues.

7.4 Management Information System (MIS) & National Database

A MIS for national child labour programme shall be established and maintained by the FMoL&P. The MIS shall consist of:

- a. Monitoring and reporting of routine data on child labour activities in the country and analyses of findings from research studies, national surveys, and special studies;
- b. Routine child labour data shall be collected for a set of global, national and state-specific indicators from project sites and educational facilities by government officials (Labour inspectors, child welfare/development officers etc.) and project staff of implementing partners and reported;
- c. Appropriate data recording and reporting tools shall be developed in a participatory process coordinated and disseminated to stakeholders by CLU of FMoL&P;
- d. Reporting levels and data flow shall be in accordance to the institutional arrangements (see section 6.4) as described in this Policy;
- e. Data collection, analysis, utilization report production by record staff (M&E officer) at community, LGA state and national levels shall be institutionalized;
- f. FMoL&P (CLU) from time to time shall initiate localized and/or national research studies on key/emerging issues of child labour in the country;
- g. FMoL&P shall provide supports for all national surveys with child labour contents and participate actively to represent the interest of the national child labour programme;

- h. Database applications for child labour information management shall be developed by FMoL&P and deployed to all labour offices/units/offices of state and LGA and capacity of staff built to use and maintain it;
- i. Guideline on data management of child labour data shall be developed and disseminated to all stakeholders by FMoL&P (CLU);
- j. Quarterly and annual reports on child labour activities in the country and in each state of the federation and FCT shall be prepared and shared with stakeholders periodically.

7.5 Policy Implementation, Monitoring and Review

- a. The coordination of the implementation of this Policy shall be the responsibility of FMoL&P collaboration with NSCCL.
- b. FMoL&P, NSCCL & SSCCL in their respective coordinating capacity shall ensure dissemination of this Policy, hold fora to interpret and educate stakeholders and the general public on the contents and application of the Policy.
- c. A plan for monitoring and review of the implementation of this Policy shall be developed by FMoL&P(CLU) and shared with stakeholders for action.
- d. At national and state levels NSCCL and SSCCL members shall perform oversight function on progress made in the implementation of this Policy on annual basis, through

- submission of progress reports to FMoL&P(CLU).
- e. An annual review meeting of the policy implementation shall be organized in collaboration with NSCCL to share best practices and highlight emerging issues for consideration.

APPENDIX I

National Policies

1. National Policy on Population
2. National Policy on Health
3. National Policy on Occupational Safety and Health
4. National Policy on Social Development
5. National Policy on Women
6. National Policy on HIV/AIDS
7. National Workplace Policy on HIV/AIDS
8. National Policy on Environment
9. National Policy on Employment
10. National Policy on Education
11. National Policy on Youth Development
12. National Child Policy
13. National Policy on Culture and Ethics
14. National Policy on Protection and Assistance to Trafficked Persons in Nigeria

National Laws

1. The constitution of the Federal Republic of Nigeria (1999)
2. Labour Act, Cap L1, LFN, 2004
3. Factories Act, Cap F1, LFN, 2004
4. Trade Unions Act, Cap T 8, LFN, 2004
5. Employee's Compensation Act, 2010.

6. Childs' Rights Act (2003)
7. Trafficking in Persons (Prohibition) Law Enforcement and Administrative Act (2003)
8. Universal Basic Education Act (1999)
9. National Pension Act (2004) as amended 2011
10. Criminal Code (South)
11. Penal Code (North)

Regional Policies

1. ECOWAS Child Policy and Strategic Plan of Action
2. ECOWAS Youth Policy and Strategic Plan of Action
3. ECOWAS Regional Action Plan for the Elimination of Child Labour
4. ECOWAS treaty on the right and welfare of the child

International Conventions

1. United Nations Convention on the Rights of the Child (1989)
2. Universal Declaration of Human Rights (1948)
3. International Labour Organization Convention No 29 (1930) on Forced Labour
4. ILO Convention No 105 (1957) on Abolition of Forced Labour
5. ILO Convention No 138 (1973) on Minimum Age
6. ILO Convention No 182 (1999) on the Elimination of Worst Forms of Child Labour

7. ILO Convention No 189 (2011) on Domestic Workers
8. African Charter on the Rights and Welfare of the Child (1989)
9. Convention on the Elimination of all Forms of Discrimination against Women